



# DETERMINATION

*Fair Work Act 2009*  
s 285—Annual wage review

**Annual Wage Review 2023–24**  
(C2024/1)

**EDUCATIONAL SERVICES (TEACHERS) AWARD 2020**  
[MA000077]

Educational services

JUSTICE HATCHER, PRESIDENT  
VICE PRESIDENT ASBURY  
DEPUTY PRESIDENT HAMPTON  
DEPUTY PRESIDENT O’NEILL  
MS LABINE-ROMAIN  
PROFESSOR BAIRD  
MR CULLY

SYDNEY, 18 JUNE 2024

*Annual Wage Review 2023–24.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[\[2024\] FWCFB 3500](#)], the above award is varied as follows:

1. By deleting the table appearing in clause 17.1 and inserting the following:

Classification	Criteria	Minimum weekly rate - preschools and schools (full-time employee)	Minimum annual salary - preschools and schools (full-time employee)	Minimum weekly rate - long day care centres (full-time employee)	Minimum annual rate - long day care centres (full-time employee)
		\$	\$	\$	\$
Level 1	Graduate teacher and all other teachers (as defined) including those holding provisional or conditional accreditation/registration	1342.40	70,045	1396.10	72,847

<b>Classification</b>	<b>Criteria</b>	<b>Minimum weekly rate - preschools and schools (full-time employee)</b>	<b>Minimum annual salary - preschools and schools (full-time employee)</b>	<b>Minimum weekly rate - long day care centres (full-time employee)</b>	<b>Minimum annual rate - long day care centres (full-time employee)</b>
		<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 2	Teacher with proficient accreditation/registration or equivalent	1467.20	76,560	1525.90	79,622
Level 3	Teacher with proficient accreditation/registration or equivalent after 3 years' satisfactory teaching service at Level 2	1597.30	83,347	1661.20	86,681
Level 4	Teacher with proficient accreditation/registration or equivalent after 3 years' satisfactory teaching service at Level 3	1727.40	90,134	1796.50	93,739
Level 5	Teacher with Highly Accomplished/Lead Teacher accreditation /registration or equivalent	1857.40	96,919	1931.70	100,796

2. By deleting the table appearing in clause 19.2(b) and inserting the following:

<b>Level</b>	<b>Number of places</b>	<b>\$ per annum</b>
1	Up to 39 places	8055.18
2	40–59 places	9981.41
3	60 or more places	12,117.79

3. By deleting the table appearing in clause 19.3(g)(i) and inserting the following:

<b>Category</b>	<b>\$ per annum</b>		
	<b>A</b>	<b>B</b>	<b>C</b>
Level 1	5603.60	4903.15	4412.84
Level 2	3852.48	3327.14	2801.80
Level 3	1926.24	1646.06	1120.72

4. By deleting the amount “\$4253.32” appearing in clause 19.4(c) and inserting “\$4412.84”.

5. By deleting the table appearing in clause B.1.1 and inserting the following:

	<b>All employees (excluding Schedule A)</b>	<b>Teachers employed in early childhood services operating for at least 48 weeks per year (Schedule A)</b>					
	<b>Full day rate</b>	<b>Full day rate</b>	<b>Early morning shift<sup>2</sup></b>	<b>Afternoon shift<sup>3</sup></b>	<b>Night shift (rotating)<sup>4</sup></b>	<b>Night (non-rotating)<sup>5</sup></b>	<b>Saturday</b>
		<b>% of casual full day rate<sup>6</sup></b>					
	<b>100%</b>	<b>100%</b>	<b>110%</b>	<b>115%</b>	<b>117.5%</b>	<b>130%</b>	<b>125%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	335.60	349.03	383.93	401.38	410.11	453.74	436.29
Level 2	366.80	381.48	419.63	438.70	448.24	495.92	476.85
Level 3 <sup>1</sup>	399.33	415.30	456.83	477.60	487.98	539.89	519.13
Level 4	431.85	449.13	494.04	516.50	527.73	583.87	561.41
Level 5	464.35	482.93	531.22	555.37	567.44	627.81	603.66

6. By deleting the table appearing in clause B.1.2 and inserting the following:

	<b>All employees (excluding Schedule A)</b>
<b>All employees</b>	<b>Half day rate</b>
	<b>\$</b>
Level 1	167.80
Level 2	183.40
Level 3 <sup>1</sup>	199.66
Level 4	215.93
Level 5	232.18

7. By deleting the table appearing in clause B.1.3 and inserting the following:

<b>Level</b>	<b>2-hour rate</b>	<b>4-hour rate</b>
	<b>\$</b>	<b>\$</b>
Level 1	88.32	176.64
Level 2	96.52	193.04
Level 3 <sup>1</sup>	105.08	210.16
Level 4	113.64	227.28

Level	2-hour rate	4-hour rate
	\$	\$
Level 5	122.20	244.40

8. By deleting the table appearing in clause B.1.4 and inserting the following:

Level	2-hour rate	4-hour rate	Overtime - first 3 hours	Overtime - after 3 hours
	<b>% of minimum hourly rate</b>			
	<b>100%</b>	<b>100%</b>	<b>150%</b>	<b>200%</b>
	\$	\$	\$	\$
Level 1	91.86	183.72	68.90	91.86
Level 2	100.38	200.76	75.29	100.38
Level 3 <sup>1</sup>	109.28	218.56	81.96	109.28
Level 4	118.20	236.40	88.65	118.20
Level 5	127.08	254.16	95.31	127.08

9. By deleting the amount “\$67,513” appearing in clause C.1.1 and inserting “\$70,045”.

10. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
<b>Director’s allowance:</b>	19.2(b)			
Level 1		11.5	8055.18	per annum
Level 2		14.25	9981.41	per annum
Level 3		17.3	12,117.79	per annum
<b>Leadership allowance:</b>	19.3(g)(i)			
Level 1A		8.0	5603.60	per annum
Level 1B		7.0	4903.15	per annum
Level 1C		6.3	4412.84	per annum
Level 2A		5.5	3852.48	per annum
Level 2B		4.75	3327.14	per annum
Level 2C		4.0	2801.80	per annum
Level 3A		2.75	1926.24	per annum
Level 3B		2.35	1646.06	per annum
Level 3C		1.6	1120.72	per annum

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Educational leader allowance	19.4(c)	6.3	4412.84	per annum

B. This determination comes into operation on 1 July 2024. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) this determination does not take effect in relation to a particular employee until the start of the employee's first full pay period that starts on or after 1 July 2024.



PRESIDENT

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